



Summary of Flexibility Options Related to Educator Preparation and COVID-19

June 1, 2020

The table below was created to assist stakeholders in identifying which option(s) may be best for programs and/or individual candidates to complete preparation requirements that were impacted by closures related to COVID-19. The table provides a high-level summary of various flexibility options that have been approved by either Commission action or the Governor through Executive Order. Additional details are linked in the final column of the table and should be reviewed for additional information.

Source	Action	Effect	Considerations	This Option is Best For	Additional Details
Governor's Executive Order	Teaching Performance Assessment (TPA), Reading Instruction Competence Assessment (RICA), and Administrator Performance Assessment (APA) requirements are moved to the Clear credential.	Candidates who complete all program requirements by the end of the preparation program's 2019/2020 academic year for TPA and APA, or by August 31, 2020 for the RICA, except one of the exams and/or assessments identified may be recommended for their Preliminary credential. The exam/assessment will be listed on the Preliminary credential as a requirement to earn the Clear credential.	<p>Candidates need to have completed all other credential requirements by the time identified in the EO to qualify.</p> <p>Employers/candidates must consider that holders will need to complete the relevant examination/assessment prior to earning the Clear credential.</p> <p>Only available to candidates who met all requirements except the APA, TPA and/or RICA by the dates identified.</p>	Credential candidates in preliminary teacher or administrator preparation programs who have completed all credential requirements except the TPA, APA, and/or RICA within the dates identified.	<p>This option may be used in conjunction with Commission Flexibility for Educator Preparation Programs.</p> <p>Link to EO guidance</p>

Source	Action	Effect	Considerations	This Option is Best For	Additional Details
Governor's Executive Order	Suspension of CBEST requirement to enter an educator preparation program.	Programs will not be required to ensure all candidates have met the basic skills requirements prior to beginning a preparation program if candidates were unable to take the exam between March 19, 2020 and August 31, 2020.	<p>As this was approved through an Executive Order, the program may make use of this option for their incoming candidates. Programs should keep record of the option being used but do not need to alert the Commission.</p> <p>The basic skills requirement must be met before issuance of a Preliminary credential.</p> <p>Candidates may have already entered the program using a basic skills deferral per the Commission action.</p>	Candidates that were unable to meet the basic skills requirement but are ready to enroll in an educator preparation program.	Link to EO guidance
Governor's Executive Order	Waive the subject matter requirement for enrollment in a program or issuance of an intern credential.	<p>Candidates may enroll in an intern program without having met the subject matter (CSET) requirement.</p> <p>Candidates may be issued an intern credential without having met the subject matter (CSET) requirement.</p>	<p>As this was approved through an Executive Order, the program may make use of this option for their candidates without alerting the Commission. Programs should keep record of the use of this option.</p> <p>Subject matter must be met before issuance of the Preliminary credential.</p>	<p>Candidates that have met all requirements to begin their intern program except the subject matter requirement.</p> <p>Educators serving on Provisional Internship or Short-Term Staff Permits may benefit from this option if they are pursuing a credential through an Intern program.</p>	Link to EO guidance

Source	Action	Effect	Considerations	This Option is Best For	Additional Details
Commission Agenda Item 3A	Option to defer the CBEST requirement for one year for individuals who were unable to take the examination between March 19 and September 1, 2020.	Any and all documents requiring Basic Skills may have the requirement deferred under this action.	<p>Educators who previously took the CBEST but did not pass one or more of the three sections are not eligible per statute.</p> <p>Applications from educators or employers submitted between March 19, 2020 and September 1, 2020 qualify upon request with submission.</p>	Educators who have met all requirements for a credential or permit except the Basic Skills requirement, and who wish to apply for the credential or permit.	<p>Guidance regarding items in Agenda Item 3A</p> <p>FAQ regarding items in Agenda Item 3A</p>
Commission Agenda Item 3A	Hardships related to COVID-19 designated as “good cause” for extensions of credentials and permits.	Any credential which can be renewed per regulations may be extended for an additional one year due to hardships related to COVID-19. (PIPs and STSPs do not qualify).	One-year extension is available even to individuals who had already reached their maximum reissuances prior to the Commission action.	Any educator who was unable to complete requirements for renewal listed on their credential or permit due to hardships related to COVID-19, even if the educator has already exhausted all their traditional extension options.	<p>Guidance regarding items in Agenda Item 3A</p> <p>FAQ regarding items in Agenda Item 3A</p>

Source	Action	Effect	Considerations	This Option is Best For	Additional Details
Commission Agenda Item 3A	Approval of the option to request a Program Sponsor – Variable Term Waiver (PS-VTW)	Allows candidates who were on track to complete program requirements by September 1, 2020 to qualify for a one-year waiver document when requested by the program sponsor.	<p>Eligible candidates must have been on track to complete program requirements by September 1, 2020, yet were unable to complete one or more of the following: clinical practice hours, coursework, exams, or a performance assessment required for program completion.</p> <p>Applications must use the new PS-VTW application form.</p> <p>Submissions must come from the program sponsor, who must continue to support the candidate.</p> <p>Waivers are considered “ineffective” for federal ESSA reporting.</p>	<p>Credential candidates in preliminary educator preparation programs who were on track to complete their program by September 1, 2020, but were unable to finish due to COVID-19.</p> <p>Note: It is advisable that for candidates who only have the TPA, APA, and/or RICA to complete, programs instead use the flexibility to recommend candidates for the five-year Preliminary credential based on the Executive Order.</p>	<p>PS-VTW guidance and instructions</p> <p>Guidance regarding items in Agenda Item 3A</p> <p>FAQ regarding items in Agenda Item 3A</p> <p>PS-VTW Application Form</p>

Source	Action	Effect	Considerations	This Option is Best For	Additional Details
Existing Regulations and Statute	Option regarding issuance of a Variable Term Waiver (VTW)	Educators who served on a Provisional Internship Permit (PIP) or Short-Term Staff Permit (STSP) during the 2019-20 school year may downgrade to a VTW.	<p>Applications must be submitted by an employing agency.</p> <p>If an individual served on one of the noted documents and qualifies for the other, they do not qualify for a waiver. All possible documents under current regulations must be exhausted before stepping down to a VTW.</p> <p>Waivers are considered “ineffective” for federal ESSA reporting.</p>	<p>PIP or STSP holders who:</p> <ul style="list-style-type: none"> • Have exhausted both the PIP and STSP as options; • Were teaching during the 2019-20 school year on a permit; • Have an employer that wants to continue them in the same assignment; and • Is unable to enroll in an Intern program, even with the flexibility options offered in the Executive Order. 	Guidance on downgrading to a VTW
Existing Regulations and Statute	Subsequent issuances of Variable Term Waiver	Individuals who could not complete the conditions listed on their document (e.g. exams, coursework, etc.) may, through their employer, request another issuance due to COVID-19.	<p>Only applies to individuals serving on a waiver during the 2019-20 school year.</p> <p>May be requested even if the previously issued waiver stated that no further waivers would be considered.</p> <p>Waiver holders must still be supported by the employing sponsor to meet the requirements to advance to another credential or permit.</p>	<p>Waiver holders who:</p> <ul style="list-style-type: none"> • Were employed during the 2019-20 school year; • Whose employer wishes to continue them in the same assignment; and • Were unable to fulfil their conditions for a subsequent waiver issuance due to COVID-19. 	Guide on reissuance of waiver for current waiver holders